



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
FINANCIAL MANAGEMENT AND COMPTROLLER
109 ARMY PENTAGON
WASHINGTON DC 20310-0109



October 16, 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Non Foreign Cost of Living Allowance

The attached memorandum from the Defense Finance and Accounting Service (DFAS) provides the guidance for civilian employees to submit a claim for under payment of Non Foreign Cost of Living Allowance. This claim affected employees assigned to Alaska, Hawaii, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, the Territory of Guam, and the Commonwealth of Northern Mariana Islands.

Request your office disseminate the enclosed memorandum to your subordinate resource managers and Defense Civilian Pay System (DCPS) customer service representatives (CSRs). Furthermore, please share this memorandum with any tenant activities located on the installation.

Advance information on this issue was provided to all MACOM civilian pay POCs via email on September 15, 2002. Additionally, DFAS updated the original attachment to the August 12, 2002 memorandum based on comments provided by the field. The updated attachment is included.

My point of contact for this issue is Mr. Juan A. De Jesus, at DSN 791-4442 or commercial (407) 646-4442.

WILLIAM M. LANDRUM III
Colonel, Finance Corps
Acting Deputy Assistant Secretary of
the Army (Financial Operations)

Attachment

DISTRIBUTION:

Office, Secretary of the Army, ATTN: SAAA-RM

Commander:

U.S. Army Europe and Seventh Army, ATTN: AEAGF-RM, AEAGA-C (DCPS Support Division)

U.S. Forces Command, ATTN: AFRM-FB

Eighth U.S. Army, ATTN: EARM, Unit #15236

U.S. Army Materiel Command, ATTN: AMCRM

U.S. Army Training and Doctrine Command, ATTN: ATRM

U.S. Army Pacific, ATTN: APRM

U.S. Army South, ATTN: SORM

U.S. Army Medical Command, ATTN: MCRM

U.S. Army Intelligence and Security Command, ATTN: IARM

U.S. Army Military Traffic Management Command, ATTN: MTRM

U.S. Army Criminal Investigation Command, ATTN: CIRM-ZA

U.S. Army Special Operations Command, ATTN: AOFI-RM

U.S. Army Space and Missile Defense Command, ATTN: SMDC-RM

U.S. Army Military District of Washington, ATTN: ANRM

U.S. Army Corps of Engineers, ATTN: CERM-ZA, CENWD-MR-RM

266th Finance Command, ATTN: AEUFC-PA, Unit 29001

175th Finance Command, ATTN: EAFC, Unit#15300

18th Finance Group, ATTN: AFZA-FG

13th Finance Group, ATTN: AFVX-CFG-CDR

Director, Installation Management Agency, ATTN: SFIM-RM

CF:

Superintendent, U.S. Military Academy, ATTN: MARM

Chief:

U.S. Army Reserve, ATTN: DAAR-CO

U.S. National Guard Bureau, ATTN: NGB-ARC, NGB-ARC-A, NGB-ARC-F

Commandant, U.S. Army Finance School

ASA(M&RA), ATTN: SAMR-CPP-FA

ASA(FM&C), ATTN: BUO-C



**DEFENSE FINANCE AND ACCOUNTING SERVICE
ARLINGTON**

**1931 JEFFERSON DAVIS HIGHWAY
ARLINGTON VA 22240-5291**



AUG 12 2002

DFAS-ARL/DFC

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE ARMY
(FINANCIAL OPERATIONS)
DIRECTOR, OFFICE OF FINANCIAL OPERATIONS,
ASSISTANT SECRETARY OF THE NAVY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(FINANCIAL OPERATIONS)
COMPTROLLERS, DEFENSE AGENCIES

SUBJECT: Non-Foreign Cost of Living Allowance

In our memorandum of January 18, 2002 we notified you that the calculation of Non-Foreign Cost of Living Allowance (COLA) performed by the Defense Civilian Pay System (DCPS) was not in compliance with the Code of Federal Regulations. As a result some individuals who are or were employed in Alaska, Hawaii, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, the Territory of Guam, and the Commonwealth of Northern Mariana Islands may have been mispaid one-cent per hour. Our memorandum also stated that we would issue instructions regarding how employees could claim additional monies and this memorandum forwards those instructions.

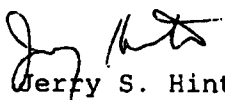
The DCPS has been modified effective with the pay period ending January 26, 2002 to correctly calculate the Non-Foreign COLA. This change is prospective only and employees will be required to make a claim for additional compensation for periods prior to that date. The attached provides guidance for developing the claim package. This will be posted on the DFAS web site at <http://dfas4dod.dfas.mil> and <http://www.dfas.mil>.

Please be advised that underpayments and overpayments calculated for the claim period will be combined, resulting in either monies due or a net overpayment. Payments will be made as quickly as possible after the claim has been calculated and will be charged to the employee's current line of accounting. If the current line of accounting is not to be charged, or if the employee is no longer employed with the Department, a line of accounting to which the payment should be charged must be included with the claim package. Should a net overpayment occur, we will inform the claimant and terminate collection predicated

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on the likelihood of waiver. You are requested to give this information the widest possible dissemination.

You may refer any questions concerning this matter to DFAS-DFC at (703) 602-5279.


Jerry S. Hinton
Director for Finance

Attachment:
As stated

cc: CPMS

GUIDANCE FOR NON FOREIGN COST OF LIVING ALLOWANCE CLAIMS

The following is provided as a guide to prepare claims for payment of Non Foreign COLA due to an incorrect calculation by the DCPS. The calculations were corrected for the pay period ending January 26, 2002 and are prospective only.

Employee Notification

Each employee must submit a claim in order to receive payment. If claims are submitted without the information requested in these instructions, the payroll office will return them. It is not necessary for civilian payroll offices to provide individual notification to employees.

Employees Covered

Employees covered are those individuals who are or were employed in Alaska, Hawaii, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, the Territory of Guam, and the Commonwealth of Northern Mariana Islands and paid by the DCPS. Separated employees should contact their former employing activity for information regarding the preparation of a claim.

Claim Submission

Each payroll office is responsible for notifying their CSRs that this guidance is available on the DFAS web site. Employing activities may obtain copies from the nearest CSR or the DFAS web site.

The basis for a claim will be a signed letter submitted by individuals to their current employing activity. Separated employees must submit their letters to the last employing activity of record. Employing activities will forward the claims, along with any accounting information, to: DFAS-PCP/PE, P.O. Box 33717, Pensacola, FL 32508-3717 or fax 1(866)401-5849 or (850)473-6450. The letter must contain the following information:

- Name
- Social Security Number
- Address
- Name and location of the Non Foreign COLA employing activity(s)
- The beginning and ending date(s) of the claim expressed in month, day, and year.

Revised 10 Sept 02

Claim Period Covered

Based on the Statute of Limitations, a claim may be filed for a period of up to six years. The payment consideration period will end the date the claim is filed and be for a period of 6 years prior to that date. Since the DCPS was modified prospectively as of the pay period ending January 26, 2002, claims may be made only for periods prior to that date.

Calculations and Deductions

Claims will be calculated by comparing the amount of Non Foreign COLA previously paid to amounts manually recalculated using the correct formula. Please be advised that underpayments and overpayments calculated for the claim period will be combined, resulting in either monies due or a net overpayment. If you are currently a resident of a state or locality that subjects Non Foreign COLA to taxation, these taxes will be withheld.

If the result of the claim is a net overpayment, collection will not be pursued predicated on the likelihood of waiver. You will be advised should this occur.

Revised 10 Sept 02



DEFENSE FINANCE AND ACCOUNTING SERVICE

1931 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22240-5291
WWW.DFAS.MIL

JAN 18 2002

DFAS/DFC

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE ARMY
(FINANCIAL OPERATIONS)
DIRECTOR, OFFICE OF FINANCIAL OPERATIONS,
ASSISTANT SECRETARY OF THE NAVY (FINANCIAL
MANAGEMENT AND COMPTROLLER)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(FINANCIAL OPERATIONS)
COMPTROLLERS, DEFENSE AGENCIES

SUBJECT: Non Foreign Cost of Living Allowance

The Office of Personnel Management has recently advised us that the calculation of non-foreign Cost of Living Allowance (COLA) performed by the Defense Civilian Pay System (DCPS) is not in compliance with the Code of Federal Regulations (CFR). This is the result of an additional calculation performed by DCPS in deriving a non-foreign COLA hourly rate and the associated rounding thereof. Depending upon the annual salary in effect, a one-cent per hour negative or positive deviation may occur, in some instances. In other instances, the calculation performed by DCPS agrees with the calculation required by the CFR. Since non-foreign COLA is paid on an hourly basis, and a majority of employees impacted work an 80-hour pay period, most underpayments or overpayments will be eighty cents per pay period. The DCPS system modification will be in place to correct this error for the pay period ending January 26, 2002. The change is prospective from that date only.

Current and former employees located in Alaska, Hawaii, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, the Territory of Guam, and the Commonwealth of Northern Marianana Islands are impacted. The numbers of employees in these locations, as of January 14, 2001, are shown at Attachment 1. Non foreign COLA hourly rates for each grade and step in the General Schedule (using the "Rest of US" annual salary rates) have been derived for calendar years 1996 through 2001 using both DCPS and CFR calculations. The results are contained in Attachment 2.

As you can see, there are many cases where the DCPS calculation is correct. By following a particular grade, with step progression, through all years, an individual may not be impacted at all. While the maximum underpayment or overpayment could be as much as \$120.00, it appears that these more likely may be in the \$60.00 range; many will be less than that.

Overpayments resulting from this situation will be considered debts that an employee would be expected to repay. Since the debts occurred through no fault of the employee, it is highly probable that most, if not all, effected employees will request a waiver of the debt and that the waiver would be approved. The processes surrounding debt notification and adjudication are labor intensive and costly. This is particularly true in this case as nearly all of the historical data needed to calculate the debt is not resident in DCPS and would have to be retrieved from off line sources. We have developed a cost estimate (Attachment 3), based on a six year period, of what it would cost to complete the entire debt process for one debt from discovery to waiver adjudication. As you can see the cost of recovery far exceeds amounts expected to be recovered.

An alternative to treating each debt separately would be for the head of the agency to terminate collection action when it is likely that the cost of further collection will exceed the amount of recovery (4 C.F.R. 104.3). This is clearly the case in this instance. Therefore, we propose, with your approval, that we recommend to the Director, DFAS, that these debts be terminated. It is requested that you review the attached analysis and indicate your approval within 15 days of the date of this memorandum.

Since underpayments may also have occurred, employees will be entitled to additional compensation once system modifications are in place. It is our intention to develop a claims package similar to the one contained in our March 24, 2000 memorandum regarding Federal Employees Group Life Insurance for part time civilian employees. As a part of that claims package, we will include the analysis at Attachment 2 of this memorandum. This will allow individuals to make the determination if they have been underpaid and whether to submit a claims package. To further assist employees, we will also post the claims package to the DFAS web site.

You are requested to provide the widest possible dissemination of this information to employees so that they are aware of the situation and that corrective action is being taken. My point of contact is Mr. Joe Campbell. He may be reached at (703) 607-5026.

for Gloria D. Harris
Jerry S. Hinton
Director for Finance

Attachments:
As stated

Employee Count by Activity and Location

EMPLOYING ACTIVITY	LOCATION	COUNT		
Air Force National Guard	Puerto Rico	149		
	Alaska	92		
	Hawaii	267		
	Sub Total		508	
Air Force All Other	Puerto Rico	8		
	Alaska	664		
	Hawaii	894		
	Guam	223		
	Sub Total		1789	
	Employing Activity Total			2297
Army National Guard	Puerto Rico	207		
	Alaska	92		
	Hawaii	126		
	Virgin Islands	88		
	Sub Total		513	
Army All Other	Puerto Rico	843		
	Alaska	1492		
	Hawaii	3270		
	Guam	10		
	Virgin Islands	1		
	Sub Total		5616	
	Employing Activity Total			6129
Navy	Puerto Rico	535		
	Alaska	17		
	Hawaii	5298		
	Guam	545		
	Employing Activity Total			6395
Defense Information Systems Agency	Puerto Rico	2		
	Alaska	3		
	Hawaii	115		
	Guam	8		
	Employing Activity Total			128
Defense Logistics Agency	Puerto Rico	6		
	Alaska	24		
	Hawaii	136		
	Guam	20		
	Employing Activity Total			186
Defense Contract Audit Agency	Alaska	6		
	Hawaii	3		
	Employing Activity Total			9

Employee Count by Activity and Location

National Imagery and Mapping Agency	Puerto Rico	3	
	Hawaii	17	
Employing Activity Total			20
Defense Security Service	Puerto Rico	4	
	Alaska	6	
	Hawaii	20	
Employing Activity Total			30
DoD Education Activity	Puerto Rico	536	
	Guam	263	
Employing Activity Total			799
DoD Inspector General	Hawaii	2	
Employing Activity Total			2
Defense Commissary Agency	Puerto Rico	66	
	Alaska	130	
	Hawaii	273	
	Guam	72	
Employing Activity Total			541
Defense Finance and Accounting Service	Puerto Rico	4	
	Alaska	3	
	Hawaii	213	
	Guam	2	
Employing Activity Total			222
Defense Civilian Personnel Management Service	Hawaii	3	
Employing Activity Total			3
Prisoner of War/Missing Personnel Office	Hawaii	1	
Employing Activity Total			1
Defense Contract Management Agency	Puerto Rico	13	
	Alaska	2	
	Hawaii	3	
Employing Activity Total			18
Grand Total			16780

GS-1 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR					
			96	97	98	99	0	1
1	1	CFR	1.48	1.52	1.55	1.60	1.66	1.71
		DCPS	1.49	1.52	1.55	1.60	1.66	1.70
2	52 wks	CFR	1.53	1.57	1.61	1.66	1.72	1.76
		DCPS	1.53	1.57	1.60	1.65	1.71	1.77
3	52 wks	CFR	1.58	1.62	1.66	1.71	1.77	1.82
		DCPS	1.58	1.62	1.66	1.71	1.77	1.82
4	52 wks	CFR	1.63	1.67	1.71	1.76	1.83	1.88
		DCPS	1.63	1.66	1.71	1.76	1.83	1.87
5	104 wks	CFR	1.68	1.72	1.76	1.81	1.88	1.93
		DCPS	1.68	1.72	1.76	1.82	1.88	1.94
6	104 wks	CFR	1.71	1.75	1.79	1.85	1.92	1.97
		DCPS	1.71	1.75	1.79	1.84	1.91	1.96
7	104 wks	CFR	1.76	1.80	1.84	1.90	1.97	2.02
		DCPS	1.76	1.79	1.84	1.90	1.97	2.02
8	156 wks	CFR	1.81	1.85	1.89	1.95	2.03	2.08
		DCPS	1.81	1.85	1.89	1.95	2.02	2.08
9	156 wks	CFR	1.81	1.85	1.89	1.95	2.03	2.08
		DCPS	1.81	1.86	1.90	1.95	2.02	2.08
10	156 wks	CFR	1.86	1.90	1.94	2.00	2.08	2.14
		DCPS	1.86	1.90	1.94	2.00	2.08	2.13

GS-2 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR							
			96	97	98	99	0	1		
2	1									
		CFR	1.67	1.71	1.75	1.80	1.87	1.92		
	DCPS	1.67	1.71	1.75	1.80	1.87	1.92			
	2	52 wks								
CFR		1.71	1.75	1.79	1.84	1.91	1.97			
		DCPS	1.71	1.74	1.79	1.84	1.91	1.96		
3	52 wks									
		CFR	1.76	1.80	1.85	1.90	1.98	2.03		
		DCPS	1.76	1.81	1.84	1.90	1.97	2.03		
4	52 wks									
		CFR	1.81	1.85	1.89	1.95	2.03	2.08		
		DCPS	1.81	1.86	1.90	1.95	2.02	2.08		
5	104 wks									
		CFR	1.83	1.87	1.92	1.98	2.05	2.11		
		DCPS	1.83	1.87	1.91	1.97	2.05	2.10		
6	104 wks									
		CFR	1.88	1.93	1.97	2.03	2.11	2.17		
		DCPS	1.89	1.93	1.98	2.03	2.11	2.16		
7	104 wks									
		CFR	1.94	1.98	2.03	2.09	2.17	2.23		
		DCPS	1.94	1.98	2.03	2.09	2.17	2.23		
8	156 wks									
		CFR	1.99	2.04	2.08	2.15	2.23	2.29		
		DCPS	2.00	2.04	2.09	2.15	2.23	2.29		
9	156 wks									
		CFR	2.05	2.09	2.14	2.21	2.29	2.35		
		DCPS	2.04	2.09	2.14	2.20	2.29	2.35		
10	156 wks									
		CFR	2.10	2.15	2.20	2.27	2.35	2.42		
		DCPS	2.10	2.15	2.19	2.26	2.35	2.41		

GS-3 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR				
			96	97	98	99	0
3	1	CFR	1.82	1.86	1.91	1.96	2.04
		DCPS	1.82	1.86	1.90	1.97	2.04
2	52 wks	CFR	1.88	1.93	1.97	2.03	2.11
		DCPS	1.88	1.92	1.97	2.02	2.11
3	52 wks	CFR	1.94	1.99	2.03	2.10	2.18
		DCPS	1.95	1.99	2.03	2.09	2.17
4	52 wks	CFR	2.00	2.05	2.10	2.16	2.24
		DCPS	2.00	2.05	2.09	2.16	2.24
5	104 wks	CFR	2.06	2.11	2.16	2.23	2.31
		DCPS	2.06	2.11	2.16	2.23	2.31
6	104 wks	CFR	2.12	2.17	2.22	2.29	2.38
		DCPS	2.13	2.17	2.22	2.29	2.38
7	104 wks	CFR	2.18	2.24	2.29	2.36	2.45
		DCPS	2.19	2.23	2.29	2.36	2.45
8	156 wks	CFR	2.25	2.30	2.35	2.42	2.51
		DCPS	2.24	2.30	2.34	2.42	2.52
9	156 wks	CFR	2.31	2.36	2.41	2.49	2.58
		DCPS	2.30	2.36	2.41	2.48	2.58
10	156 wks	CFR	2.37	2.42	2.48	2.55	2.65
		DCPS	2.37	2.42	2.48	2.55	2.65

GS-4 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR						
			96	97	98	99	0	1	
4	1	CFR	2.04	2.09	2.14	2.21	2.29	2.35	
		DCPS	2.05	2.09	2.14	2.20	2.29	2.35	
	2 52 wks	CFR	2.11	2.16	2.21	2.28	2.37	2.43	
		DCPS	2.12	2.16	2.21	2.28	2.36	2.43	
	3 52 wks	CFR	2.18	2.23	2.28	2.35	2.44	2.51	
		DCPS	2.18	2.23	2.28	2.36	2.44	2.50	
	4 52 wks	CFR	2.25	2.30	2.35	2.43	2.52	2.59	
		DCPS	2.25	2.30	2.35	2.42	2.51	2.58	
	5 104 wks	CFR	2.32	2.37	2.42	2.50	2.59	2.66	
		DCPS	2.32	2.36	2.43	2.50	2.60	2.67	
	6 104 wks	CFR	2.39	2.44	2.50	2.57	2.67	2.74	
		DCPS	2.38	2.44	2.49	2.57	2.67	2.74	
	7 104 wks	CFR	2.45	2.51	2.57	2.65	2.75	2.82	
		DCPS	2.45	2.51	2.57	2.64	2.75	2.82	
	8 156 wks	CFR	2.52	2.58	2.64	2.72	2.82	2.90	
		DCPS	2.52	2.58	2.63	2.72	2.82	2.90	
	9 156 wks	CFR	2.59	2.65	2.71	2.79	2.90	2.98	
		DCPS	2.59	2.65	2.71	2.79	2.90	2.97	
	10 156 wks	CFR	2.66	2.72	2.78	2.87	2.98	3.06	
		DCPS	2.65	2.72	2.78	2.87	2.97	3.05	

GS-5 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR				
			96	97	98	99	0
							1
5	1	CFR	2.29	2.34	2.39	2.47	2.56
		DCPS	2.29	2.34	2.39	2.47	2.56
2 52 wks		CFR	2.36	2.42	2.47	2.55	2.65
		DCPS	2.36	2.41	2.47	2.55	2.65
3 52 wks		CFR	2.44	2.50	2.55	2.63	2.73
		DCPS	2.44	2.49	2.55	2.63	2.73
4 52 wks		CFR	2.52	2.57	2.63	2.71	2.82
		DCPS	2.51	2.57	2.63	2.71	2.82
5 104 wks		CFR	2.59	2.65	2.71	2.80	2.90
		DCPS	2.59	2.65	2.72	2.79	2.91
6 104 wks		CFR	2.67	2.73	2.79	2.88	2.99
		DCPS	2.66	2.73	2.79	2.88	2.98
7 104 wks		CFR	2.74	2.81	2.87	2.96	3.07
		DCPS	2.74	2.81	2.87	2.96	3.07
8 156 wks		CFR	2.82	2.89	2.95	3.04	3.16
		DCPS	2.81	2.88	2.95	3.04	3.15
9 156 wks		CFR	2.90	2.96	3.03	3.12	3.24
		DCPS	2.90	2.96	3.03	3.13	3.24
10 156 wks		CFR	2.97	3.04	3.11	3.21	3.33
		DCPS	2.97	3.04	3.11	3.21	3.33

GS-6 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR						
			96	97	98	99	0	1	
6	1	CFR	2.55	2.61	2.67	2.75	2.85	2.93	
		DCPS	2.55	2.60	2.66	2.74	2.86	2.93	
	2 52 wks	CFR	2.63	2.69	2.76	2.84	2.95	3.03	
		DCPS	2.63	2.70	2.76	2.84	2.95	3.03	
	3 52 wks	CFR	2.72	2.78	2.85	2.93	3.04	3.13	
		DCPS	2.72	2.78	2.84	2.93	3.05	3.13	
	4 52 wks	CFR	2.80	2.87	2.93	3.03	3.14	3.22	
		DCPS	2.80	2.86	2.93	3.02	3.14	3.23	
	5 104 wks	CFR	2.89	2.96	3.02	3.12	3.24	3.32	
		DCPS	2.89	2.95	3.02	3.12	3.23	3.32	
	6 104 wks	CFR	2.97	3.04	3.11	3.21	3.33	3.42	
		DCPS	2.97	3.04	3.11	3.21	3.32	3.42	
	7 104 wks	CFR	3.06	3.13	3.20	3.30	3.43	3.52	
		DCPS	3.06	3.13	3.20	3.29	3.42	3.52	
	8 156 wks	CFR	3.14	3.22	3.29	3.39	3.52	3.62	
		DCPS	3.14	3.21	3.29	3.39	3.52	3.61	
	9 156 wks	CFR	3.23	3.30	3.38	3.48	3.62	3.71	
		DCPS	3.23	3.31	3.38	3.48	3.61	3.71	
	10 156 wks	CFR	3.31	3.39	3.47	3.57	3.71	3.81	
		DCPS	3.31	3.39	3.47	3.58	3.71	3.81	

GS-7 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR					
			96	97	98	99	0	1
7	1	CFR	2.88	2.90	2.96	3.06	3.17	3.26
		DCPS	2.84	2.89	2.96	3.05	3.17	3.25
	2 52 wks	CFR	2.93	2.99	3.06	3.16	3.28	3.37
		DCPS	2.93	2.99	3.06	3.15	3.27	3.36
	3 52 wks	CFR	3.02	3.09	3.16	3.26	3.38	3.47
		DCPS	3.02	3.09	3.16	3.26	3.38	3.48
	4 52 wks	CFR	3.12	3.19	3.26	3.36	3.49	3.58
		DCPS	3.11	3.19	3.25	3.36	3.49	3.58
	5 104 wks	CFR	3.21	3.28	3.36	3.46	3.59	3.69
		DCPS	3.21	3.28	3.36	3.46	3.60	3.69
	6 104 wks	CFR	3.30	3.38	3.46	3.57	3.70	3.80
		DCPS	3.31	3.38	3.45	3.56	3.70	3.80
	7 104 wks	CFR	3.40	3.48	3.56	3.67	3.81	3.91
		DCPS	3.40	3.48	3.56	3.67	3.80	3.91
	8 156 wks	CFR	3.49	3.57	3.66	3.77	3.91	4.02
		DCPS	3.49	3.57	3.65	3.77	3.91	4.02
	9 156 wks	CFR	3.59	3.67	3.75	3.87	4.02	4.13
		DCPS	3.59	3.67	3.75	3.87	4.02	4.12
	10 156 wks	CFR	3.68	3.77	3.85	3.97	4.12	4.23
		DCPS	3.68	3.77	3.86	3.98	4.12	4.24

GS-8 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR						
			96	97	98	99	0	1	
8	1	CFR	3.14	3.21	3.28	3.38	3.51	3.61	
		DCPS	3.14	3.21	3.28	3.39	3.51	3.60	
	2 52 wks	CFR	3.24	3.32	3.39	3.50	3.63	3.73	
		DCPS	3.24	3.31	3.39	3.50	3.63	3.72	
	3 52 wks	CFR	3.35	3.42	3.50	3.61	3.75	3.85	
		DCPS	3.34	3.42	3.50	3.61	3.75	3.85	
	4 52 wks	CFR	3.45	3.53	3.61	3.72	3.86	3.97	
		DCPS	3.45	3.53	3.61	3.72	3.86	3.97	
	5 104 wks	CFR	3.56	3.64	3.72	3.84	3.98	4.09	
		DCPS	3.55	3.64	3.71	3.83	3.98	4.09	
	6 104 wks	CFR	3.66	3.74	3.83	3.95	4.10	4.21	
		DCPS	3.66	3.74	3.83	3.94	4.09	4.21	
	7 104 wks	CFR	3.76	3.85	3.94	4.06	4.22	4.33	
		DCPS	3.76	3.85	3.94	4.06	4.21	4.33	
	8 156 wks	CFR	3.87	3.96	4.05	4.17	4.33	4.45	
		DCPS	3.87	3.95	4.04	4.17	4.33	4.45	
	9 156 wks	CFR	3.97	4.06	4.16	4.29	4.45	4.57	
		DCPS	3.97	4.07	4.15	4.28	4.45	4.57	
	10 156 wks	CFR	4.08	4.17	4.27	4.40	4.57	4.69	
		DCPS	4.07	4.17	4.27	4.40	4.56	4.68	

GS-9 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR					
			96	97	98	99	0	1
9	1	CFR	3.46	3.54	3.68	3.74	3.88	3.98
		DCPS	3.47	3.55	3.62	3.73	3.87	3.99
	2	CFR	3.58	3.66	3.75	3.86	4.01	4.12
		DCPS	3.57	3.67	3.75	3.86	4.01	4.12
	3	CFR	3.70	3.78	3.87	3.99	4.14	4.25
		DCPS	3.69	3.78	3.87	3.99	4.14	4.24
	4	CFR	3.81	3.90	3.99	4.11	4.27	4.38
		DCPS	3.81	3.90	3.99	4.11	4.26	4.38
	5	CFR	3.93	4.02	4.11	4.24	4.40	4.52
		DCPS	3.93	4.02	4.11	4.24	4.40	4.51
	6	CFR	4.04	4.13	4.23	4.36	4.53	4.65
		DCPS	4.04	4.14	4.22	4.36	4.53	4.65
	7	CFR	4.16	4.25	4.35	4.49	4.66	4.78
		DCPS	4.16	4.25	4.35	4.49	4.65	4.78
	8	CFR	4.27	4.37	4.47	4.61	4.78	4.91
		DCPS	4.27	4.37	4.47	4.60	4.79	4.91
	9	CFR	4.39	4.49	4.59	4.73	4.91	5.05
		DCPS	4.39	4.49	4.59	4.74	4.91	5.05
	10	CFR	4.50	4.61	4.71	4.86	5.04	5.18
		DCPS	4.50	4.61	4.71	4.86	5.04	5.18

GS-10 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR						
			96	97	98	99	0	1	
10	1	CFR	3.82	3.90	3.99	4.12	4.27	4.39	
		DCPS	3.81	3.90	3.99	4.12	4.27	4.38	
	2 52 wks	CFR	3.94	4.03	4.13	4.25	4.42	4.53	
		DCPS	3.95	4.03	4.12	4.25	4.41	4.54	
	3 52 wks	CFR	4.07	4.16	4.26	4.39	4.56	4.68	
		DCPS	4.07	4.16	4.26	4.39	4.55	4.68	
	4 52 wks	CFR	4.20	4.29	4.39	4.53	4.70	4.83	
		DCPS	4.20	4.29	4.39	4.52	4.70	4.83	
	5 104 wks	CFR	4.32	4.42	4.52	4.67	4.84	4.97	
		DCPS	4.32	4.42	4.53	4.66	4.85	4.97	
	6 104 wks	CFR	4.45	4.55	4.66	4.80	4.98	5.12	
		DCPS	4.45	4.55	4.65	4.80	4.99	5.12	
	7 104 wks	CFR	4.58	4.68	4.79	4.94	5.13	5.27	
		DCPS	4.57	4.68	4.79	4.94	5.13	5.26	
	8 156 wks	CFR	4.70	4.81	4.92	5.08	5.27	5.41	
		DCPS	4.71	4.81	4.92	5.08	5.27	5.41	
	9 156 wks	CFR	4.83	4.94	5.06	5.21	5.41	5.56	
		DCPS	4.83	4.94	5.06	5.21	5.41	5.55	
	10 156 wks	CFR	4.96	5.07	5.19	5.35	5.55	5.70	
		DCPS	4.96	5.08	5.19	5.35	5.56	5.71	

GS-11 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR					
			96	97	98	99	0	1
11	1	CFR	4.19	4.29	4.39	4.52	4.69	4.82
		DCPS	4.19	4.28	4.39	4.52	4.70	4.82
2	52 wks	CFR	4.33	4.43	4.53	4.67	4.85	4.98
		DCPS	4.33	4.43	4.53	4.67	4.85	4.98
3	52 wks	CFR	4.47	4.57	4.68	4.82	5.01	5.14
		DCPS	4.47	4.57	4.68	4.82	5.01	5.15
4	52 wks	CFR	4.61	4.72	4.83	4.97	5.16	5.30
		DCPS	4.61	4.72	4.82	4.98	5.16	5.30
5	104 wks	CFR	4.75	4.86	4.97	5.13	5.32	5.46
		DCPS	4.75	4.86	4.97	5.12	5.31	5.46
6	104 wks	CFR	4.89	5.00	5.12	5.28	5.48	5.62
		DCPS	4.89	5.00	5.12	5.27	5.48	5.63
7	104 wks	CFR	5.03	5.15	5.26	5.43	5.63	5.78
		DCPS	5.03	5.14	5.26	5.43	5.63	5.79
8	156 wks	CFR	5.17	5.29	5.41	5.58	5.79	5.95
		DCPS	5.17	5.29	5.41	5.58	5.79	5.94
9	156 wks	CFR	5.31	5.43	5.56	5.73	5.95	6.11
		DCPS	5.31	5.43	5.55	5.72	5.94	6.10
10	156 wks	CFR	5.45	5.57	5.70	5.88	6.10	6.27
		DCPS	5.45	5.57	5.70	5.88	6.11	6.27

GS-12 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR						
			96	97	98	99	0	1	
12	1	CFR	5.02	5.14	5.26	5.42	5.68	5.78	
		DCPS	5.02	5.14	5.26	5.41	5.62	5.77	
	2 52 wks	CFR	5.19	5.31	5.43	5.60	5.81	5.97	
		DCPS	5.19	5.31	5.44	5.60	5.81	5.97	
	3 52 wks	CFR	5.36	5.48	5.61	5.78	6.00	6.16	
		DCPS	5.36	5.48	5.60	5.78	6.00	6.16	
	4 52 wks	CFR	5.53	5.65	5.78	5.96	6.19	6.36	
		DCPS	5.52	5.65	5.78	5.96	6.19	6.35	
	5 104 wks	CFR	5.69	5.82	5.96	6.14	6.38	6.55	
		DCPS	5.69	5.82	5.95	6.14	6.37	6.54	
	6 104 wks	CFR	5.86	6.00	6.13	6.32	6.56	6.74	
		DCPS	5.86	5.99	6.13	6.32	6.56	6.74	
	7 104 wks	CFR	6.03	6.17	6.31	6.50	6.75	6.93	
		DCPS	6.03	6.17	6.31	6.50	6.75	6.93	
	8 156 wks	CFR	6.20	6.34	6.48	6.68	6.94	7.13	
		DCPS	6.19	6.33	6.48	6.69	6.93	7.12	
	9 156 wks	CFR	6.36	6.51	6.66	6.87	7.13	7.32	
		DCPS	6.36	6.51	6.66	6.86	7.12	7.31	
	10 156 wks	CFR	6.53	6.68	6.83	7.05	7.31	7.51	
		DCPS	6.53	6.68	6.84	7.04	7.31	7.51	

GS-13 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR					
			96	97	98	99	0	1
13	1	CFR	5.97	6.11	6.25	6.45	6.69	6.87
		DCPS	5.97	6.11	6.25	6.44	6.69	6.87
2	52 wks	CFR	6.17	6.31	6.46	6.66	6.91	7.10
		DCPS	6.17	6.32	6.46	6.66	6.91	7.10
3	52 wks	CFR	6.37	6.52	6.67	6.87	7.14	7.33
		DCPS	6.37	6.51	6.66	6.88	7.13	7.33
4	52 wks	CFR	6.57	6.72	6.88	7.09	7.36	7.56
		DCPS	6.57	6.72	6.88	7.09	7.36	7.55
5	104 wks	CFR	6.77	6.93	7.08	7.30	7.58	7.79
		DCPS	6.77	6.92	7.09	7.30	7.58	7.79
6	104 wks	CFR	6.97	7.13	7.29	7.52	7.80	8.02
		DCPS	6.97	7.13	7.29	7.52	7.81	8.04
7	104 wks	CFR	7.17	7.33	7.50	7.73	8.03	8.24
		DCPS	7.16	7.33	7.50	7.73	8.03	8.25
8	156 wks	CFR	7.37	7.54	7.71	7.95	8.25	8.47
		DCPS	7.37	7.54	7.71	7.95	8.25	8.47
9	156 wks	CFR	7.57	7.74	7.92	8.16	8.47	8.70
		DCPS	7.56	7.74	7.91	8.16	8.47	8.70
10	156 wks	CFR	7.77	7.94	8.13	8.38	8.70	8.93
		DCPS	7.76	7.94	8.12	8.37	8.70	8.93

GS-14 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR						
			96	97	98	99	0	1	
14	1	CFR	7.06	7.22	7.39	7.62	7.94	8.12	
		DCPS	7.06	7.22	7.39	7.61	7.90	8.12	
2 52 wks		CFR	7.29	7.46	7.63	7.87	8.17	8.39	
		DCPS	7.29	7.46	7.63	7.87	8.17	8.39	
3 52 wks		CFR	7.53	7.70	7.88	8.12	8.43	8.66	
		DCPS	7.53	7.74	7.88	8.12	8.43	8.66	
4 52 wks		CFR	7.76	7.94	8.13	8.38	8.70	8.93	
		DCPS	7.77	7.94	8.12	8.38	8.69	8.93	
5 104 wks		CFR	8.00	8.18	8.37	8.63	8.96	9.20	
		DCPS	8.00	8.18	8.37	8.63	8.96	9.20	
6 104 wks		CFR	8.23	8.42	8.62	8.89	9.22	9.47	
		DCPS	8.24	8.42	8.61	8.88	9.23	9.47	
7 104 wks		CFR	8.47	8.66	8.86	9.14	9.49	9.74	
		DCPS	8.46	8.67	8.86	9.14	9.48	9.75	
8 156 wks		CFR	8.71	8.91	9.11	9.39	9.75	10.01	
		DCPS	8.70	8.90	9.10	9.39	9.75	10.01	
9 156 wks		CFR	8.94	9.15	9.36	9.65	10.01	10.28	
		DCPS	8.94	9.14	9.36	9.65	10.01	10.28	
10 156 wks		CFR	9.18	9.39	9.60	9.90	10.28	10.55	
		DCPS	9.17	9.39	9.61	9.90	10.27	10.55	

GS-15 CFR vs DCPS Non Foreign Cola (96-01)

GRADE	STEP	WAIT	YEAR						
			96	97	98	99	0	1	
15	1	CFR	8.30	8.49	8.69	8.96	9.30	9.55	
		DCPS	8.30	8.49	8.69	8.95	9.30	9.55	
2	52 wks	CFR	8.58	8.78	8.98	9.26	9.61	9.87	
		DCPS	8.58	8.78	8.98	9.26	9.61	9.86	
3	52 wks	CFR	8.86	9.06	9.27	9.56	9.92	10.19	
		DCPS	8.85	9.06	9.27	9.55	9.92	10.18	
4	52 wks	CFR	9.13	9.34	9.56	9.85	10.23	10.50	
		DCPS	9.13	9.34	9.55	9.85	10.23	10.51	
5	104 wks	CFR	9.41	9.63	9.85	10.15	10.54	10.82	
		DCPS	9.41	9.62	9.84	10.16	10.53	10.82	
6	104 wks	CFR	9.69	9.91	10.14	10.45	10.85	11.14	
		DCPS	9.68	9.91	10.14	10.45	10.84	11.14	
7	104 wks	CFR	9.96	10.19	10.43	10.75	11.16	11.46	
		DCPS	9.96	10.19	10.43	10.75	11.15	11.46	
8	156 wks	CFR	10.24	10.48	10.72	11.05	11.47	11.78	
		DCPS	10.24	10.47	10.72	11.04	11.46	11.77	
9	156 wks	CFR	10.52	10.76	11.01	11.35	11.78	12.10	
		DCPS	10.52	10.75	11.00	11.35	11.77	12.09	
10	156 wks	CFR	10.79	11.04	11.30	11.64	12.09	12.41	
		DCPS	10.79	11.04	11.29	11.65	12.08	12.41	

COST OF RECOVERY

- Debt determination will be largely a manual effort and payroll offices will perform all work associated with calculating overpayments on an overtime basis. Costs will be based on the overtime rate for Step 5 of the applicable Grade. The overtime salary for the Grade and Step will be that contained in the "Rest of US" pay table issued by OPM.
- Debt and Claims Management will perform all work during normal business hours. Costs will be based on Step 5 of the applicable Grade. The salary for the Grade and Step will be that contained in the "Denver-Boulder-Greeley, CO" pay table issued by OPM.
- The following information is the basis for determining costs for each overpayment. The tasks and time to perform each are based on past payroll office experience for similar undertakings.

TASK	GRADE	RATE	TIME	TOTAL
Research and pull records	GS-7	\$23.85	3.5	\$ 83.48
Perform calculations	GS-7	23.85	2.5	59.63
Perform audit	GS-8	26.42	3.0	79.26
Prepare and copy file	GS-7	23.85	1.0	23.85
Prepare debt letter	GS-7	23.85	.5	11.93
Prepare waiver package	GS-7	23.85	1.5	35.78
Perform debt and claims management actions	GS-9	20.21	2.2	44.62
TOTAL			14.2	\$338.55